

**Memorandum of Understanding**  
**Between**  
**The Simi Educators Association**  
**And**  
**The Simi Valley Unified School District**

The Simi Educators Association and the Simi Valley Unified School District agree to the following. Please note, some of the following are short-term while others have been agreed to and will be rolled into the collective bargaining agreement once the full bargaining cycle for 2021/22 is complete.

**Short-term agreements:**

1. Summer Orientation Programs for the 2021/22, 2022/23, and 2023/24 school years.
  - a. Unit Members at TK, K, 1<sup>st</sup>, 6<sup>th</sup>, 7<sup>th</sup>, 9<sup>th</sup>, and 10<sup>th</sup> grades shall be paid up to two hours to attend orientations that occur outside of the work year or work day at the start of the school year.
  - b. If TK/K/1st teachers conduct their orientation during the designated prep day, unit members will be provided with compensation of up to two hours of paid prep time to be completed outside of the work year or work day at the start of the school year.

**Agreements for the Collective Bargaining Agreement:**

1. Wages- Article IV
  - a. Section E
    - i. The phrase ***“equivalent of”*** shall be inserted after ***“Completion of”*** in the second sentence.
  - b. Section L
    - i. This portion will be struck from the contract.
2. Leaves- Article VIII
  - a. Section E.c- Child Bonding Leave
    - i. The sentence ***“If both parents are District employees, they will have a combined twelve (12) week period for child bonding.”*** shall be struck to comport with current Education Code.
  - b. Section I- Personal Illness Leave
    - i. In order to comport with Education Code, the sixth paragraph shall be modified to read:  
***“If, during the re-employment period, a unit member is able to return to work, he/she shall be reinstated in a or which the unit member is credentialed and legally authorized to serve. (Ed. Code 44978.1) Should current law governing five-month leave provisions change, either party may reopen this section of the Leaves Article.”***
  - c. Section L.2- Jury Duty
    - i. The sentence ***“Unit members selected for a jury shall notify their school administrator by the next contractual work day.”*** shall be added as the second sentence of the paragraph.
    - ii. The sentence ***“Unit members summoned to jury duty shall submit a written notice along with a copy of the summons to the District at least ten days prior to the summons date.”*** Shall be struck from the paragraph.

3. Retirement Program- Article IX
  - a. Section A.2
    - i. This modification was reached in a previous MOU (October 2020) and is being implemented into the contract. The criteria ***“with ten or more years of paid active service with SVUSD”*** shall be entered into the first sentence.
  - b. Section A.3
    - i. This modification was reached in a previous MOU (October 2020) and is being implemented into the contract. The criteria ***“with ten or more years of paid active service with SVUSD”*** shall be entered into the first sentence.
  
4. Professionalism and Hours- Article XV
  - a. Section A
    - i. The last paragraph of this section, ***“SVUSD and SEA shall create a bargaining subcommittee to explore ways to reconfigure Article XV "Professionalism and Hours" in order to explore ways of meeting professional duties.”*** shall be struck.
  - b. Section D- Elementary
    - i. A new fourth paragraph will be added:
      1. ***“If a unit member teaching classes in grades TK-3 is unable to accommodate the number of spring conferences scheduled they may provide the rationale for the request of additional time to the site administrator.”***
  - c. Section E
    - i. A new paragraph shall be inserted at the end to create a new #3:
      1. ***“3. Teaching Before/After School Classes - Secondary master schedules may include classes that occur before the start and/or after the regular school day. The staffing of these classes must be done on a voluntary basis. If a teacher chooses to teach a before or after school class it will be included in his/her regular contract day, and not result in having two preparation periods, unless mutually agreed upon. When offering a before/after school class, the principal must inform the member that they will be required to attend all regularly scheduled meetings.”***
  
5. Class Size- Article XII
  - a. Section A- Elementary Class Size
    - i. Insert the following:
      1. ***Title Schools - Class overage stipend***  
***If a TK-3 unit member's class size exceeds 25 from August to May in the school year, s/he shall be compensated \$50 per pupil per month for any month the class is ov25.***  
  
***If a 4-6 unit member's class size exceeds 32 from August to May in the school year, s/he shall be compensated \$50 per pupil per month for any month the class is over 32.***

b. Section C.1- Special Education Programs

i. Retitle to "Self-Contained **Special Education** Classrooms (**SDC**)"

ii. Insert the following after the first paragraph:

**1. 1A. Class Overage Stipend**

***If a mod/severe class size exceeds 13 from August to May in the school year, the unit member shall be compensated \$50 per pupil per month for any month the class is over 13.***

***If a mild/mod class size exceeds 15 from August to May in the school year, the unit member shall be compensated \$50 per pupil per month for any month the class is over 15.***

**1B. Grade Span Combo Stipend**

***The goal will be to assign SDC teachers no more than three grade spans. If the SDC teacher is assigned four or more grade spans they will receive the combo stipend.***

6. Appendix - Miscellaneous Stipend Chart

a. "**Professional Development**" shall be inserted next to "**Staff Development**" in the chart.

Miscellaneous Agreements:

1. School sites shall maintain their 2019/20 schedules unless there was a schedule modification based on Article XXVI during the 2019/20 school year that could not be implemented due to COVID in the 2020/21 school year.
2. The parties shall continue to negotiate Health and Welfare Benefits- Article V, Retirement- Article IX, and Wages- Article IV starting in August 2021.

\_\_\_\_\_  
For the Association

\_\_\_\_\_  
Date

\_\_\_\_\_  
For the District

\_\_\_\_\_  
Date